



# COMPREHENSIVE SOLDIER FITNESS

STRONG MINDS ★ STRONG BODIES

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**Master Resilience Trainer**  
**Course**  
**December 7-17 2009**



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## Operational...



“... full spectrum operations—**simultaneous offensive, defensive, and stability or civil support operations**—is the primary theme of this manual.”

FM 3-0, *Operations* (February





# COMPREHENSIVE SOLDIER FITNESS

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...and at home





## **CSF is...**

“A structured, long term assessment and development program to build the resilience and enhance the performance of every Soldier, Family member and DA civilian.”

GEN George Casey,  
CSA

## **CSF is not...**

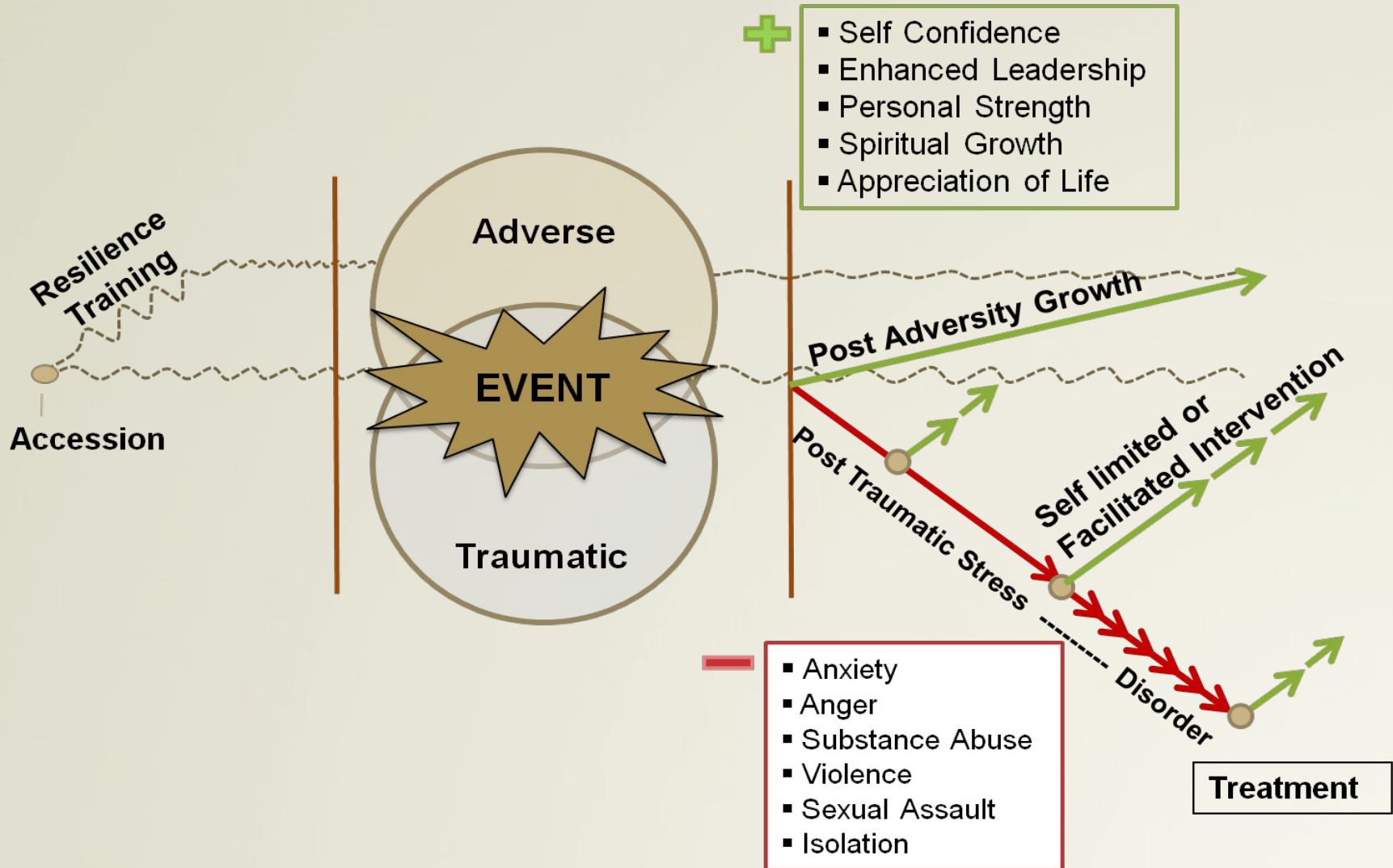
- Not a single course, event, or requirement
- There is no stand-down or chain-teach!
- Not a “screen” for any physical or psychological disease or dysfunction, including suicide
- Not something we “do” after a Soldier has a negative psychological, physical, social, or professional outcome



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## Comprehensive Soldier Fitness







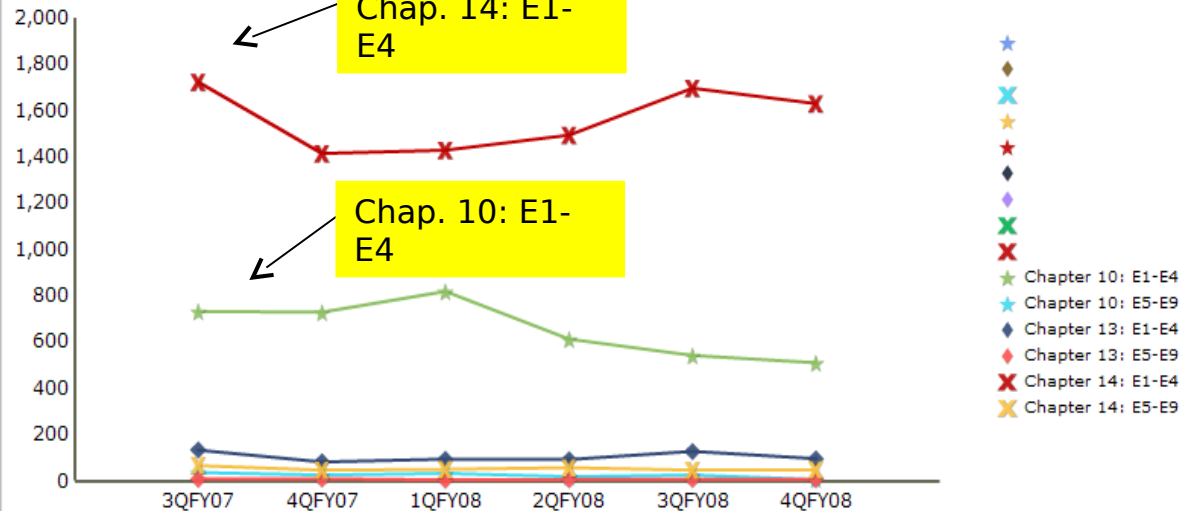
## The Population at Most Risk

### Chapters 10, 13 and 14

**Description:** Active component enlisted separations for Chapters 10, 13, and 14. Data are represented in quarters and do not include total separations for each time period. Chapter 10 is separation in lieu of court martial. Chapter 13 is separation for unsatisfactory performance. Chapter 14 is separation due to misconduct. These three chapters are grouped because they relate to indiscipline.

All Enlisted	Gender	Grade	Custom
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Chapters 10,13 and 14  
by grade



**Discussion:** Indicator rating is green.

*Chapter 10* - Separations continue to run with minimal fluctuation from historical "average" parameters.

*Chapter 13* - Separations show a downward trend since FY04.

*Chapter 14* - Separations continue to run with minimal fluctuation from historical "average" parameters.

Source: DAPE-MPE-PD

POC: Anna Taylor, 703-695-7990

### Positive Urinalysis Rates by Grade

Grade	FY06	FY07	FY08
E1-E4	3.73%	3.60%	3.94%
E5-E6	0.90%	0.94%	1.05%
E7-E9	0.42%	0.49%	0.53%
W1-W5	0.28%	0.24%	0.46%
O1-O3	0.29%	0.31%	0.36%
O4-O6	0.28%	0.26%	0.33%



## Four Pillars of the CSF Program

### 1 - Global Assessment Tool (GAT)

- Online survey-based self assessment tool
- Takes approximately 13 minutes to complete
- Individual scores are confidential, not reported to command or leadership
- Mandatory for Soldiers, voluntary for Family members and DA civilians

### 2 - Self Development Modules

- Online training linked to performance on the GAT
- Training tailored to performance levels
- Mandatory for Soldiers, voluntary for Family members and DA civilians

### 3 - Institutional Military Resilience Training

- Taught in TRADOC schools; progressive, sequential
- Training targeted to unit deployment cycle

### 4 - Master Resilience Trainers

- Teaches Leaders to instill resilience in subordinates
- Platoon, Company, Battalion level: “Soldiers Helping Soldiers”
- Taught as civilian Institution short-term; TRADOC (Ft. Jackson) long-term
- MRTs will be at the BN, Brigade and Installation level



### Emotional Fitness Distribution



	Mean	Min	Max
All Army	3.72	0.60	5.00
E1-E4	3.62	0.70	5.00
E6-E9	3.76	0.60	5.00
O1-O3	3.85	0.90	5.00
O6-O10	4.01	1.70	4.90

Based on > 65K US Army GAT  
Respondents

UNCLASS//FOUO

DAMO-CSF





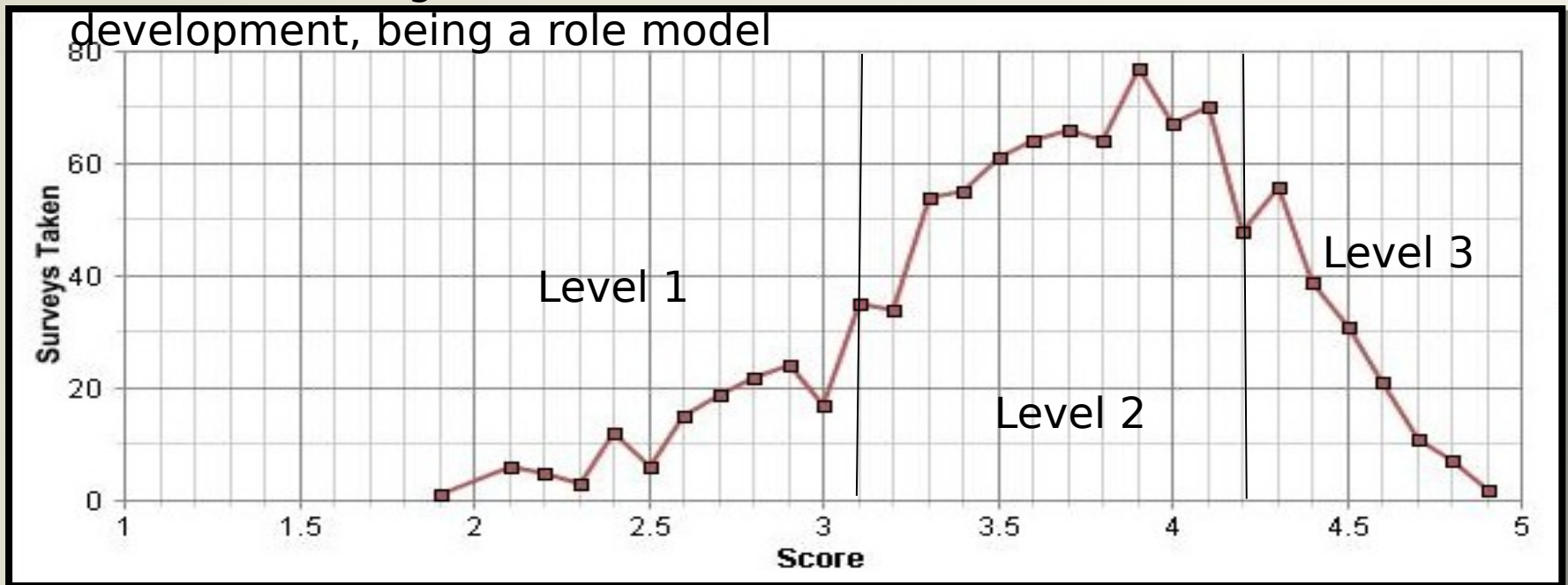
- Soldiers, DA Civilians, and Family members directed to a menu of self-development modules based on results from GAT
- Provides evidence-based training in each dimension of health based on individual needs
- Training offered on line to all Army Components and deployed Soldiers (and to Family members and DA Civilians in the future)
- Military and civilian expert workgroups determined the knowledge, skills and attributes for each dimension



## Self Development: Need-Based

### Focus on Attributes, Knowledge, Skills and Behavior

- **Level 1:** Understand what makes a resilient Person, acquire basic skills
- **Level 2:** Developing greater Individual resilience
- **Level 3:** Leadership- Builds on Level 2, focus on establishing a command or organizational climate that facilitates others' development, being a role model

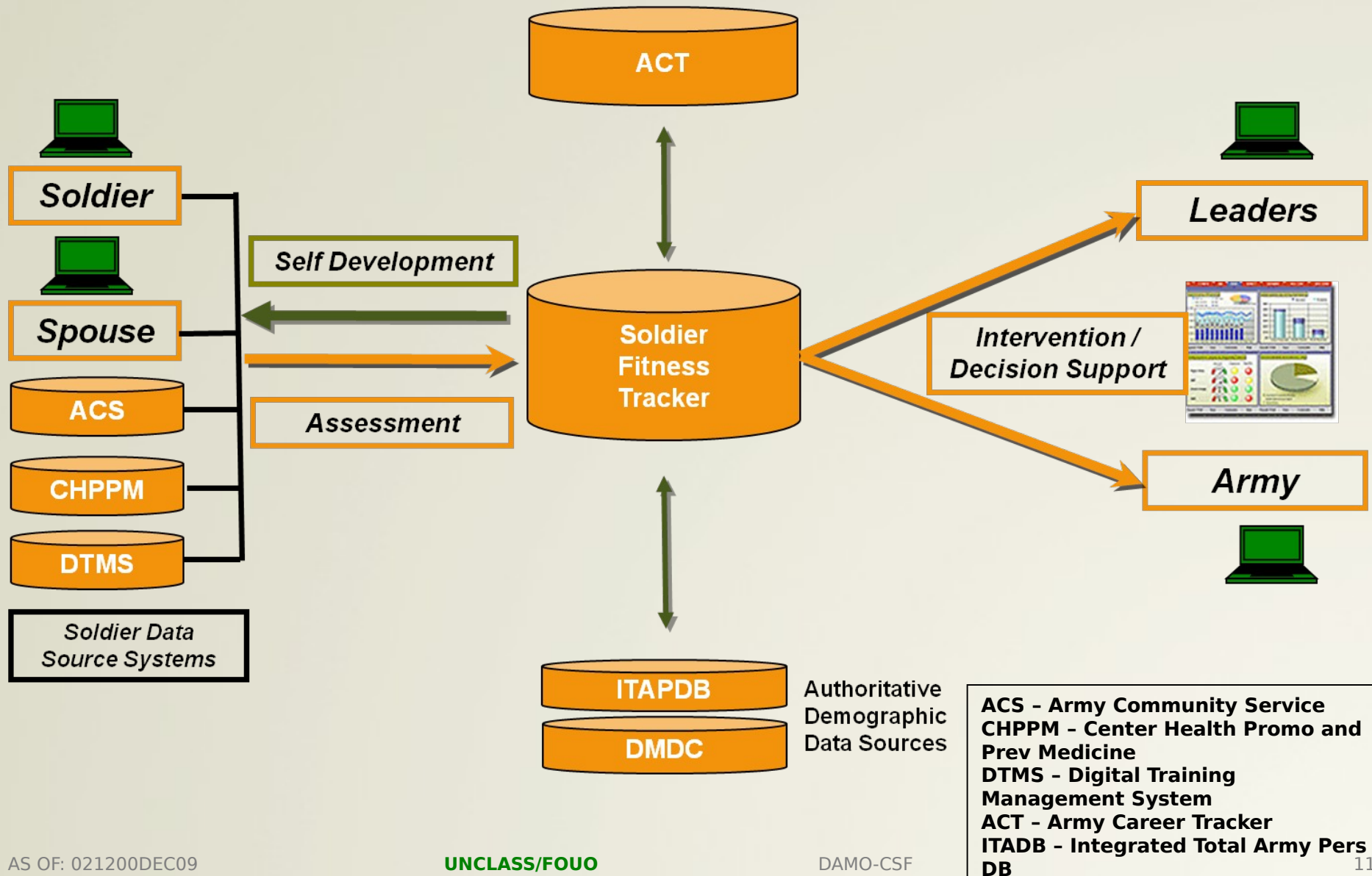




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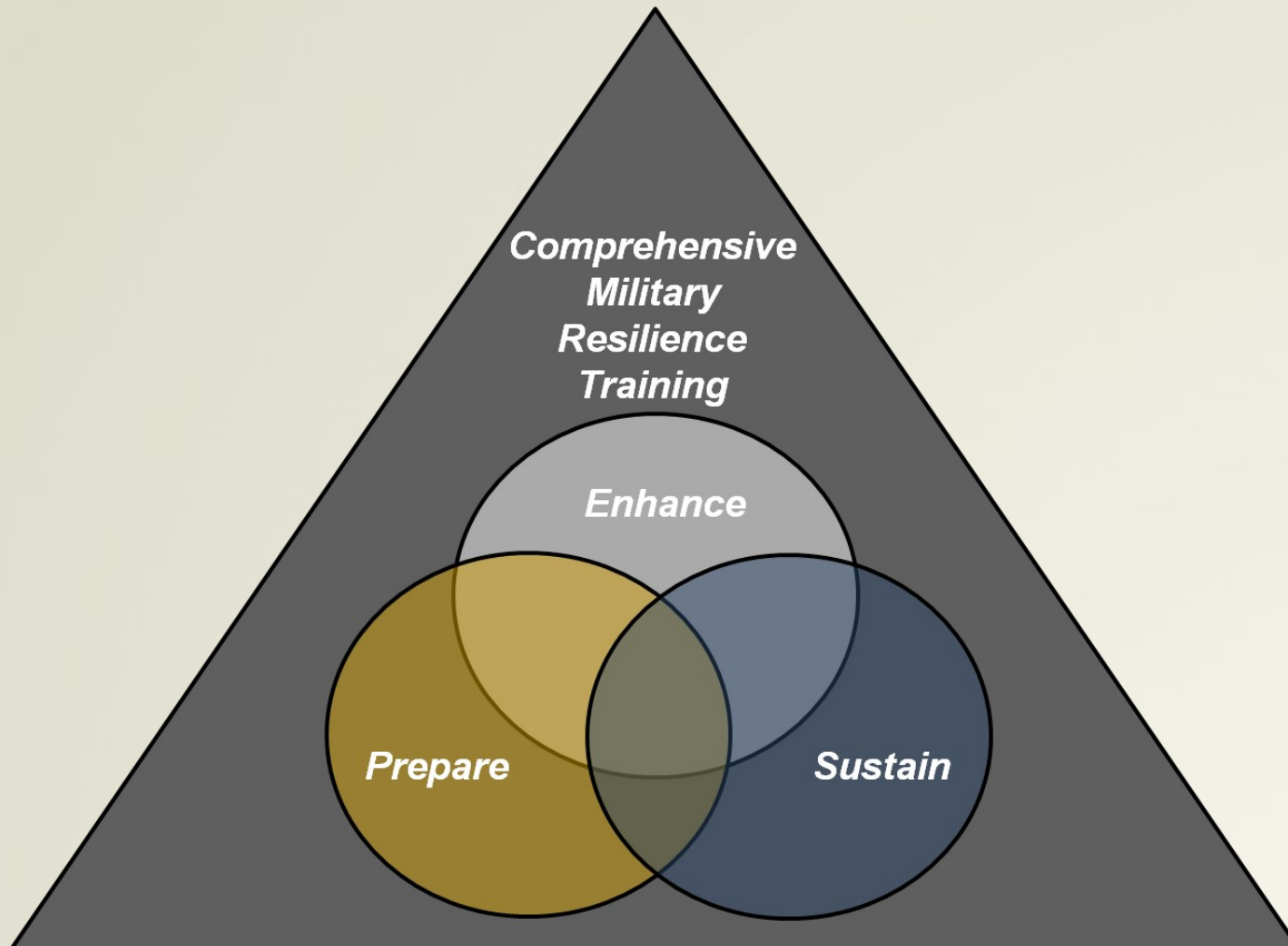
## Soldier Fitness Tracker





- Develop critical thinking, knowledge, and skills to overcome challenges, mature, and bounce back from adversity
- All training is evidenced based
- Future curriculum development will be based on demonstrated quality, efficacy, and lessons learned
- Teaches people to see that:
  - Challenges are temporary- not permanent
  - Challenges are local- not global
  - Challenges can be changed by your own effort - you're not a helpless victim

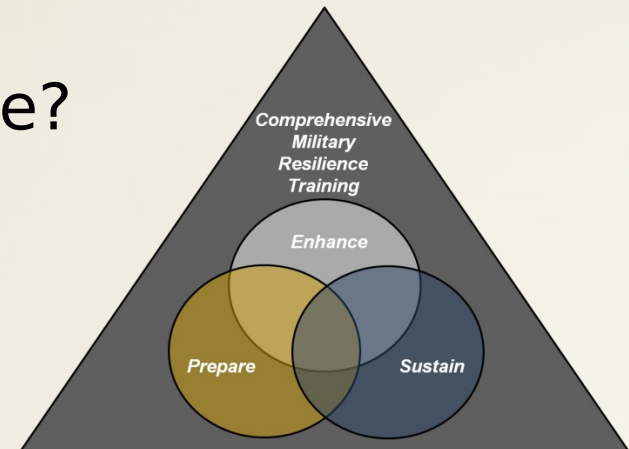






## The MRT Course

- Why are you here?
- What is Military Resilience Training?
- What is the goal of this course?





## CSF Prepares, Sustains & Enhances the Force by ....

Prepare

Teaching resilience fundamentals (*Preparation*)

Enhance

Teaching personal & professional skills that maximize individual performance (*Enhancement*)


Sustain

Providing leader education & deployment cycle training (*Sustainment*)

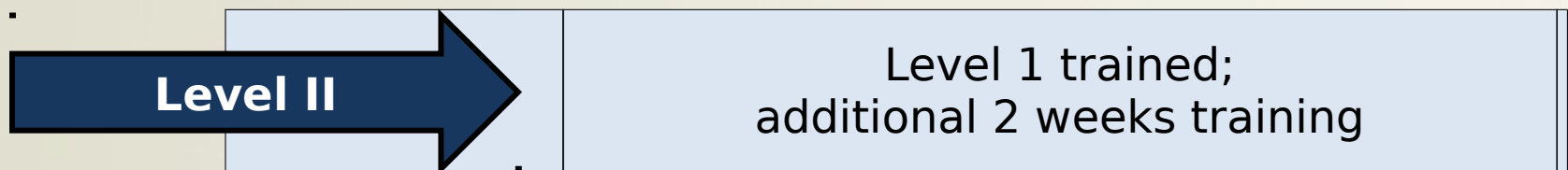
**Progressive  
Evidence Based  
Throughout Your  
Career**





- Increase core competencies such as optimism, mental agility, and self-regulation
- Teach Non Commissioned Officers, “Soldiers helping Soldiers”
- Modified University of Pennsylvania PRP materials to a Military population
- Incorporates  Attend 10 day course  
Primary supervisor of Soldiers

## Master Resilience Trainer







## Master Resilience Trainers ....

- Live the skills they have been taught
- Use the skills during formal and informal counseling
- Teach the skills
  - With periodic structured courses identified on unit training calendars
  - Teach Deployment Modules based on rotation schedules
- Serve as Commander's advisor regarding CSF related issues
- Know when to refer Soldiers for professional counseling to Behavioral Health providers or Chaplains.

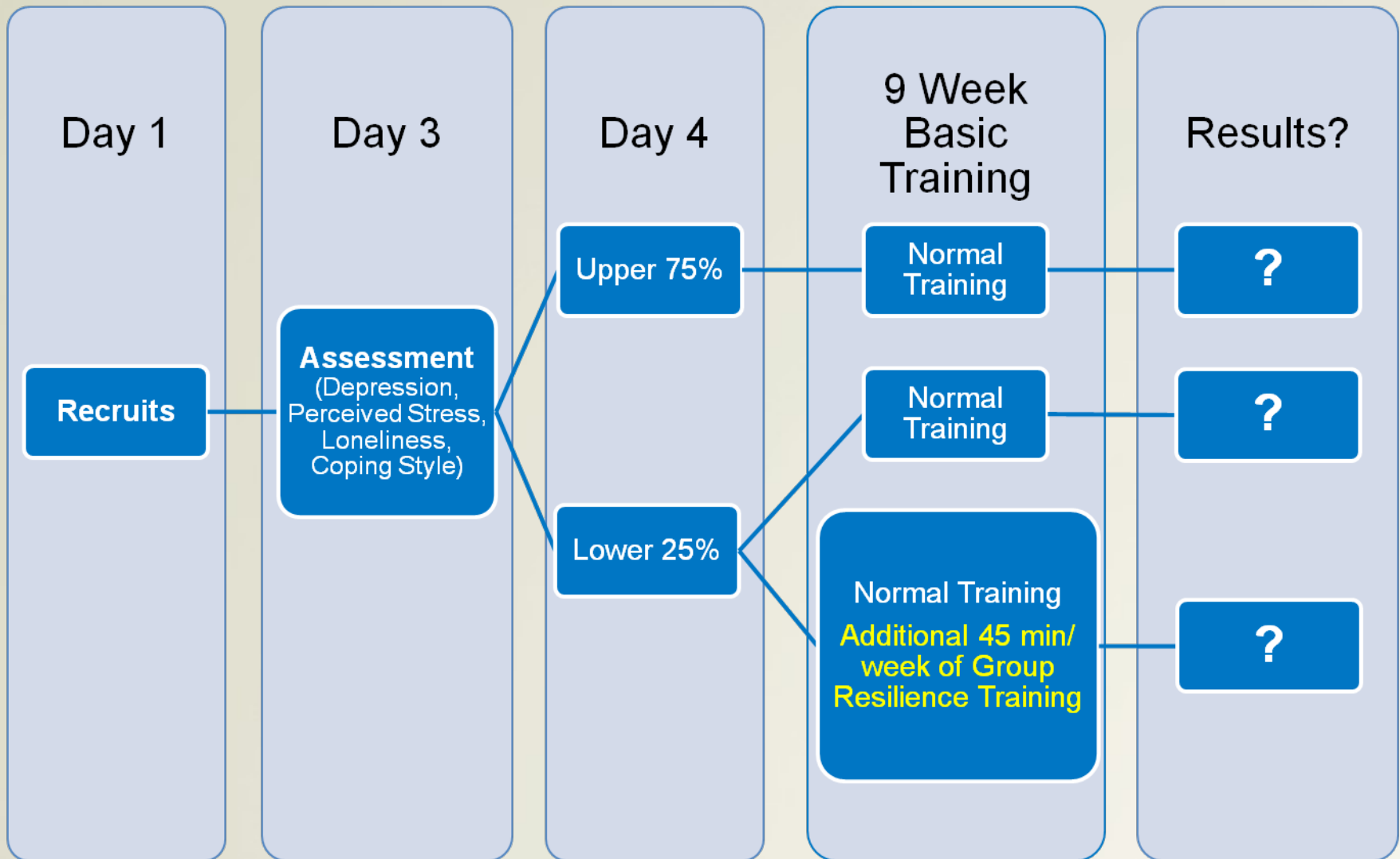


## Will it Work?

## Does it Matter?



## Navy Resilience Study - Design



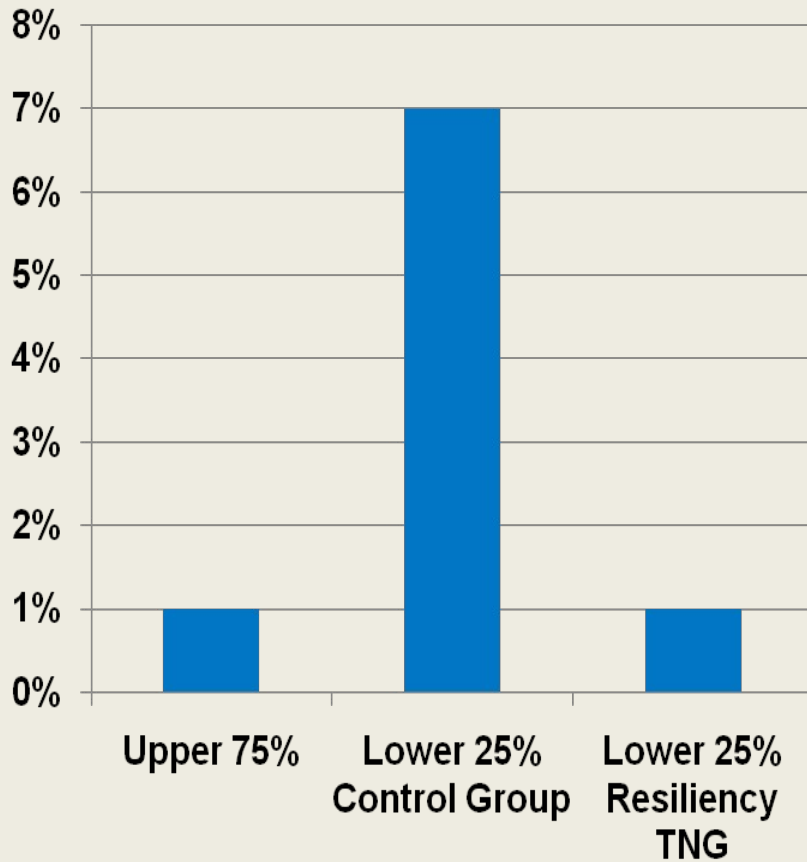


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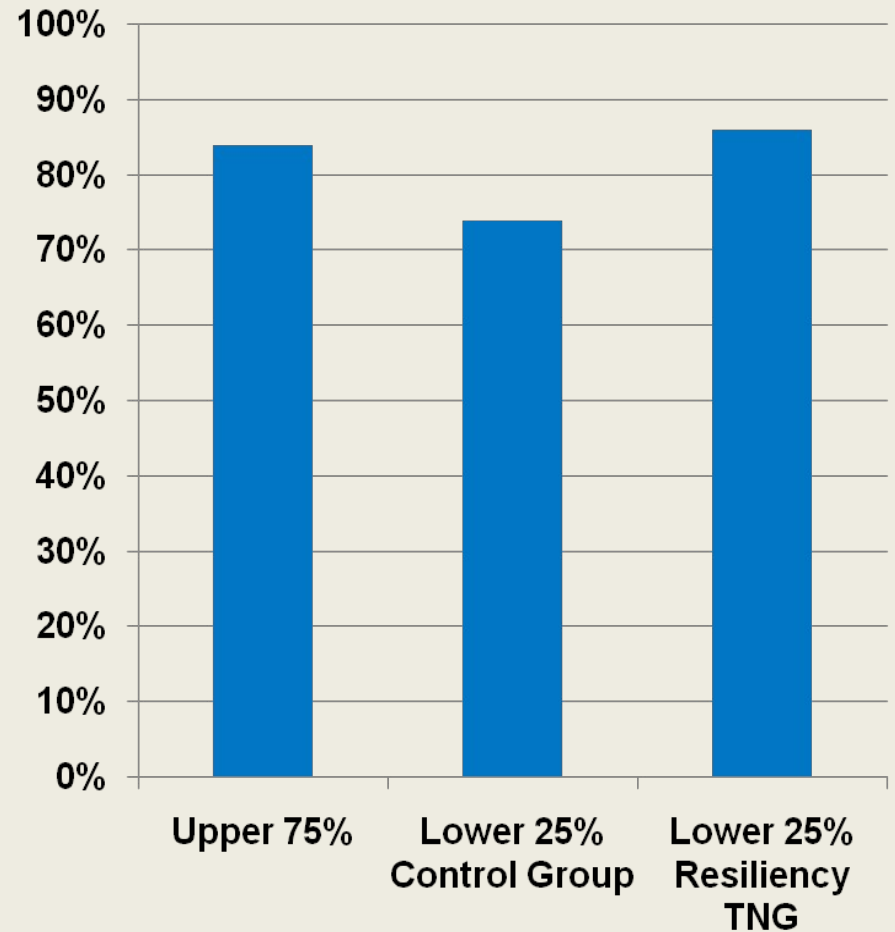
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## Navy Resilience Study - Results

### Recruits Separated for Psychological Reasons



### Completion of Recruit Training

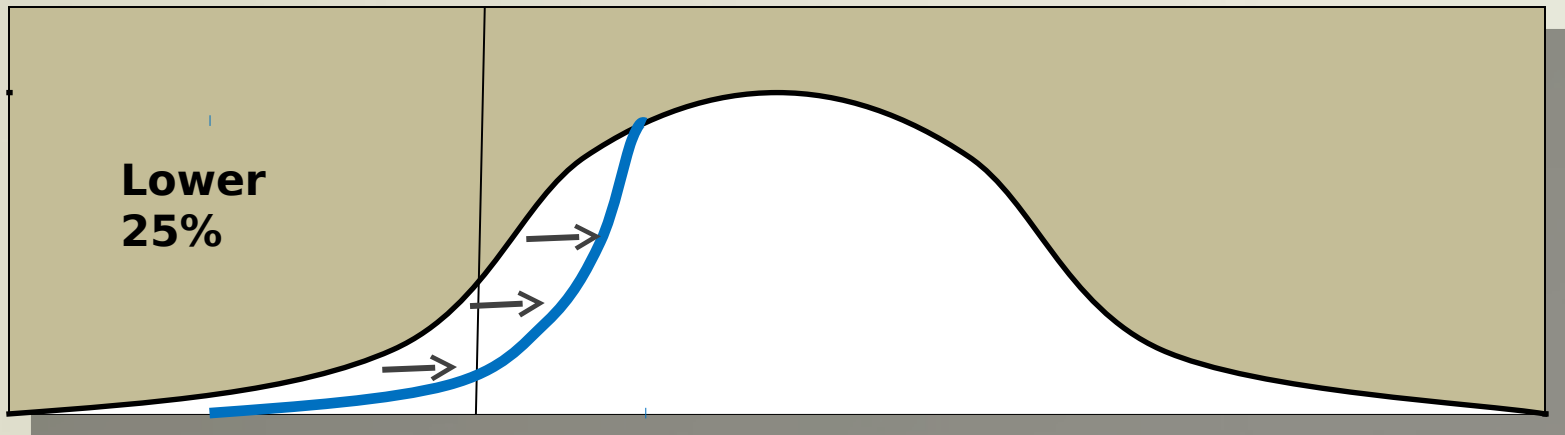


Williams et al., Military Medicine (2004)

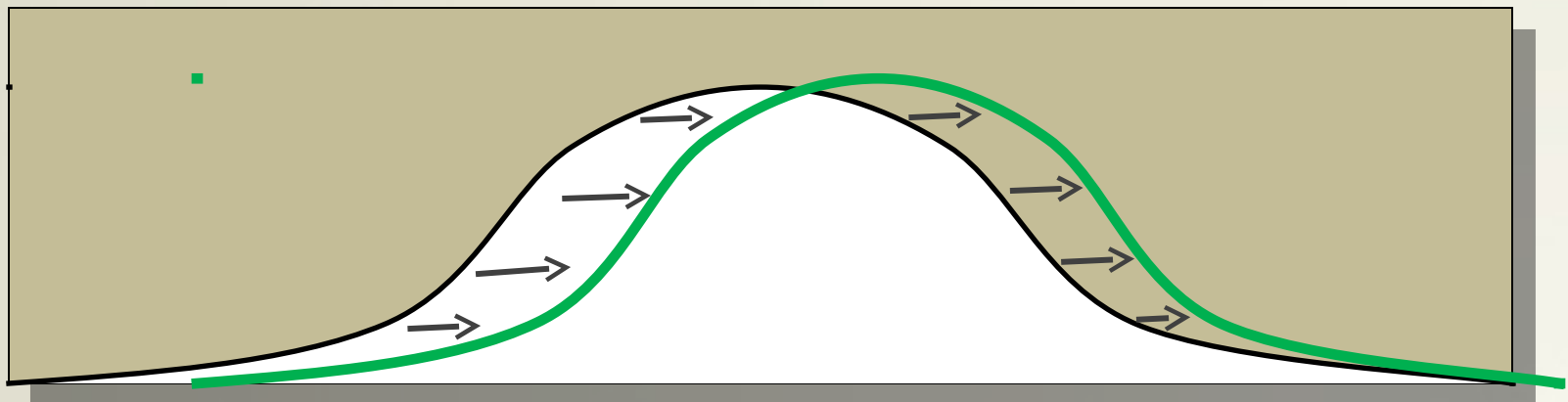


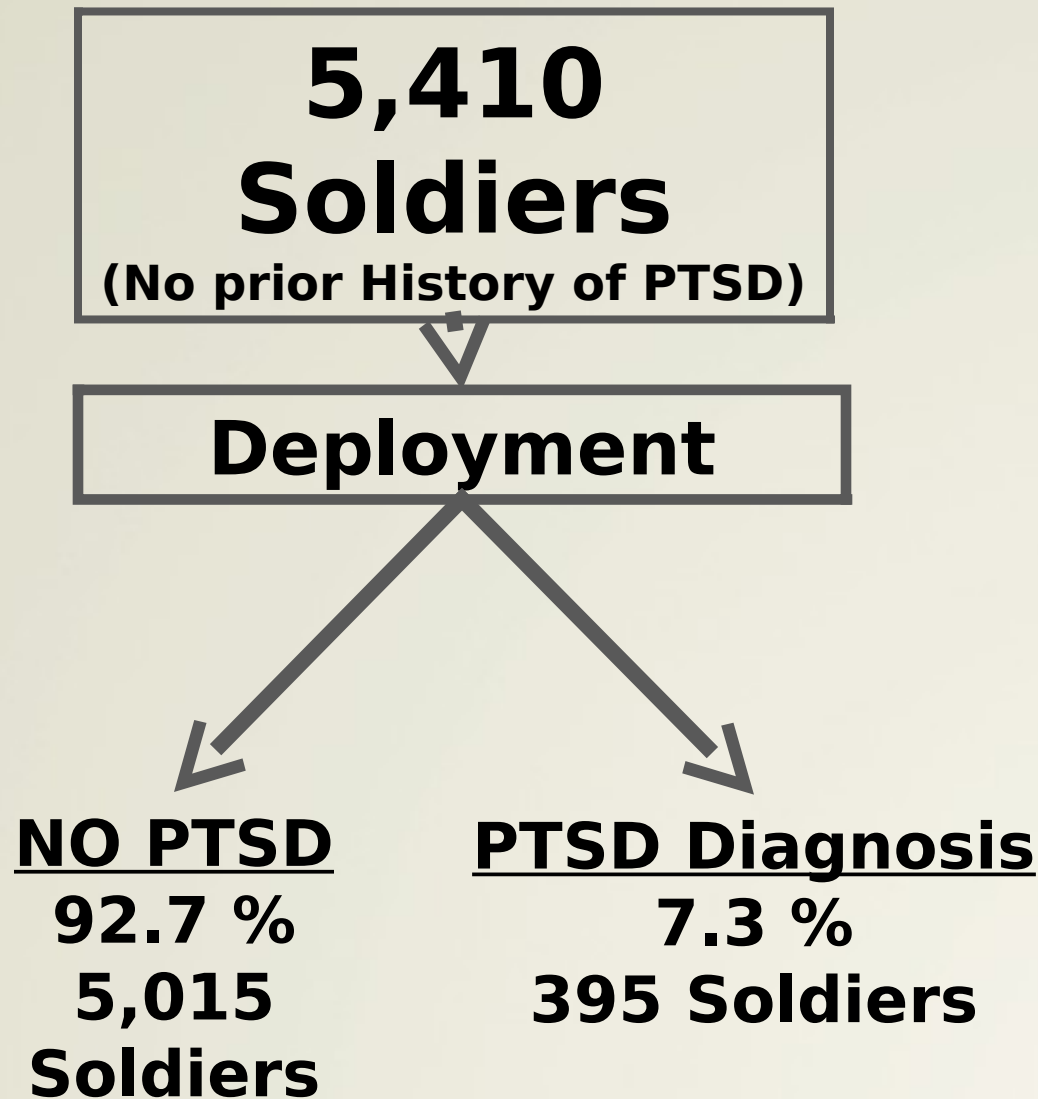


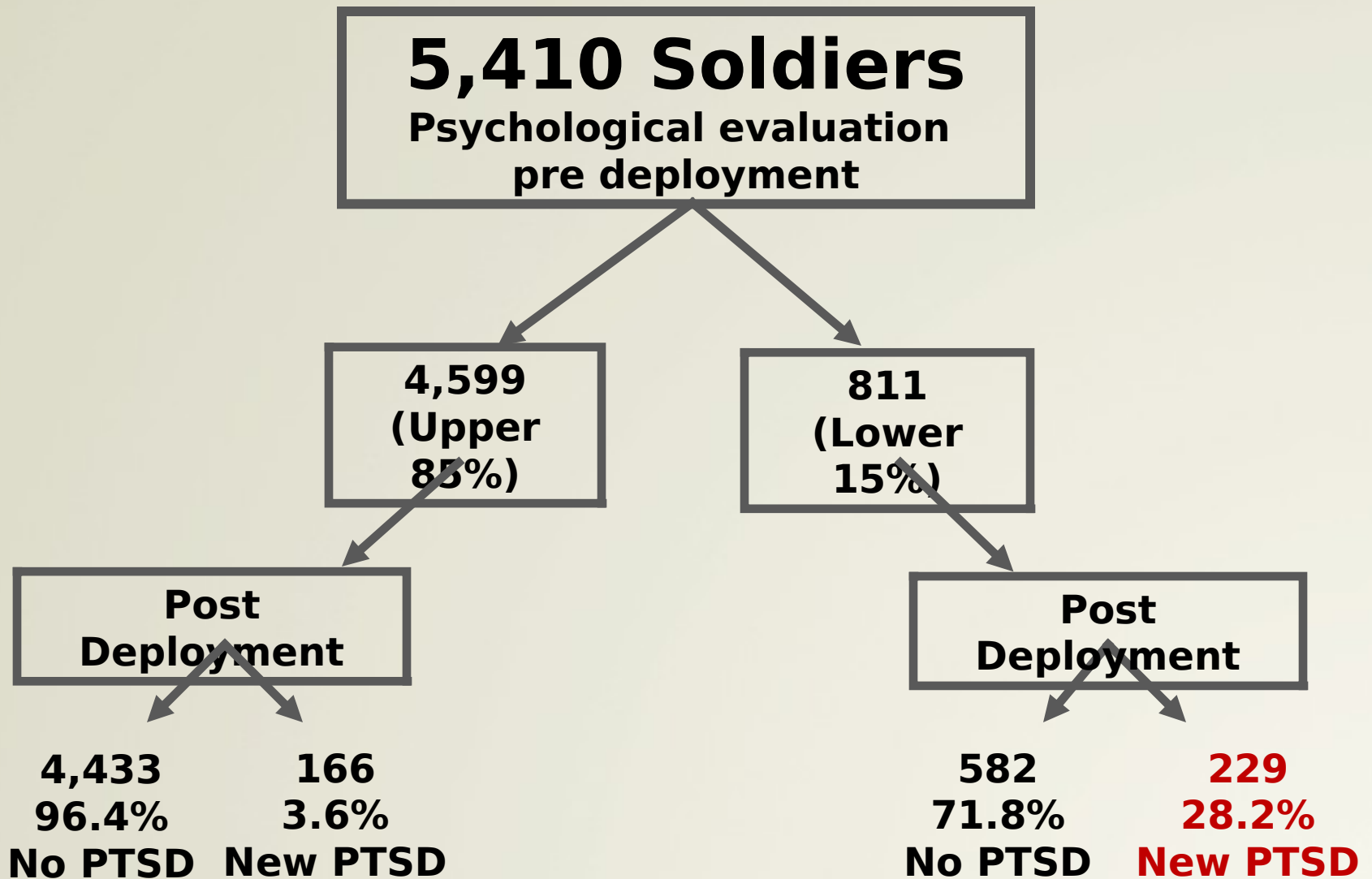
### Navy Resilience Study



### Comprehensive Soldier Fitness





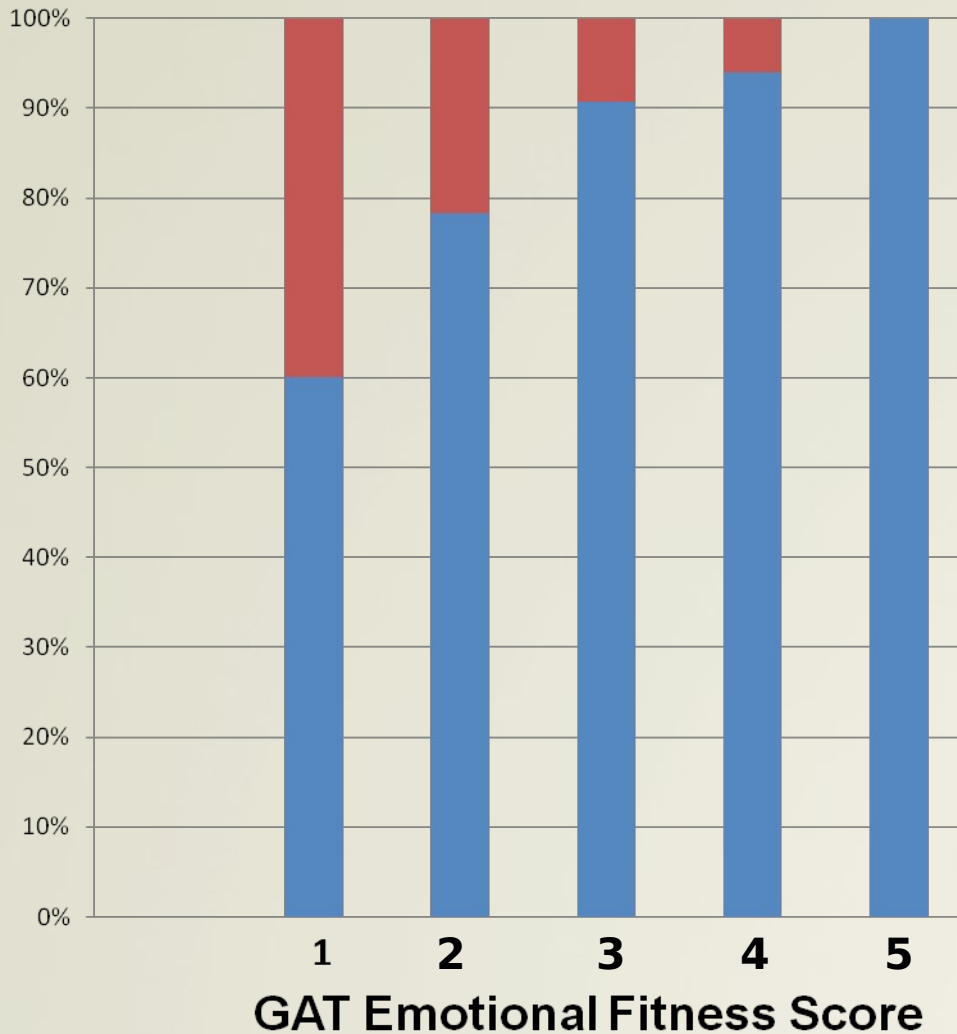




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**% of SMs with GAT & PDHRA  
forms (100% stacked column)**



■ % PTSD screen  
positive

■ % PTSD screen  
negative





“...the Army has accelerated its ability to adapt to rapidly changing circumstances. This is a key advantage not just in a counterinsurgency, but in any type of conflict, where ***the 75 percent solution fielded in months is often far better than a 99 percent solution that might take years***”



Secretary of Defense Robert M. Gates  
AUSA Conference, October 5, 2009



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# DISCUSSION

